

**FFCA Annual Meeting  
&  
Development Executive Conference  
Tentative Program  
July 20-24, 2012**

**'The Nuts and Bolts of Supervision'** - This program delves into the practicality of mid-level managers and the expertise in the basic knowledge and skills that is required by company officers and battalion and district chiefs within emergency service organizations. While the range of subject is extensive, the program will focus on four primary areas: Mentoring and Coaching Subordinates, Counseling for Ensuring Success, Ethical Dilemmas Facing the Fire & Emergency Service Officer, and Differentiating Between Being "one of the Guys" Versus Being the Crew's Supervisor. Many of the problems and issues that arise on a regular basis are the result of a lack of training and guidance to new and even experienced mid-level officers within emergency service agencies. Each area addressed will include insights into how to maximize an officer's capabilities while maintaining the organization's responsibilities to the public. **James T. Steffens, MIFireE, EFO, CEO, The JTS Association, Inc. and Edward A. Cleveland, EFO, Vice President, The JTS Association, Inc.**

**'Art of Leadership'** – This course is designed to assist Fire Service Officers in learning the philosophy of leadership as it applies to them and give them new tools to communicate the philosophy to the newer generation of firefighters being promoted. Participants will leave with a better understanding of the philosophy of leadership vs the science of leadership. They will be able to understand the different leadership styles and how to apply to daily activities and communicate more effectively with a younger generation of firefighters. **Jeffry Alter, Fire Management Officer, Seminole Tribe of Florida**

**'Structure Protection Safety in the Wildland Urban Interface'** - Targeted towards firefighters and line officers who routinely respond to wildfires in the wildland/urban interface (WUI), this presentation will lay the foundation for safe practices during structure preparation and protection operations. The wildland fire environment presents some unique challenges and often unfamiliar threats to structural firefighter safety and involved structures, on the other hand, can present some unique and possibly unfamiliar threats to wildland firefighter safety. This course will not only help identify the "watch out" situations unique to the WUI, but also provide actions that can be taken to help ensure firefighter safety. **Kasie Crowe, Division Safety Officer, Florida Division of Forestry + Brett Pollock, Deputy Chief, West Manatee Fire-Rescue and Safety Officer- Interagency Incident Management Blue Team**

**'Having the Courage to Lead'** – Having the courage to lead allows us to overcome fears, make decisions, and take actions (even when it is unpopular). Courage is defined as the ability to confront fear, pain, risk/danger, uncertainty, or intimidations. Firefighters and fire officers demonstrate "physical courage" while on the job when facing the possibility of physical pain or the threat of death. In addition to physical courage, Leaders also need to demonstrate "moral courage", which is the ability to act rightly in the face of popular opposition, shame, scandal, or discouragement. This program will discuss the 7 key characteristics Leaders must embrace for morale courage. **Randy Keirn, MPA, BSN, RN, EMT-P, District Chief & Training Officer and Division Chief of EMS, Lealman Fire District**

**'The Art of Miscommunication'** – A frequently humorous review of common verbal, electronic and written miscommunications and the issues created by those mistakes including errors, confusion, hard feelings, and in the fire service that can even resulting injury or death. Includes how to avoid the mistakes discussed, and how to improve overall interpersonal communications. **David Casey, EFO, Deputy Fire Chief, Ascend Leadership LLC, Seminole Tribes of Florida**

**'Domestic Terrorism and the Fire Service'** – New Roles and Responsibilities - **Robert Palestrant, Chief Domestic Preparedness Division, Miami-Dade Fire Rescue**

**'Leading From the Front'** – An overview of modern models of leadership. The presentation will include the four emotional intelligence competencies necessary for successful leadership; identifying future leaders; diversity and leadership; managing problem employees; and change leadership. **Dr. Eric Smith, Assistant Professor of Public Administration, Barry University**

**'Situational Awareness 360 Training'** - This is a course developed to teach new company officers and acting officers, how to perform a 360 on different types of structures to improve the quality of information being relayed to the Incident Commander. Throughout most people's careers no one ever teaches the proper way to complete this most valuable tool, but rather people are expected to learn as they go. Given the extreme importance of a 360, as documented through many near miss and LODD reports, I have put together a program that teaches not only how to do the 360, but also the tools necessary to be effective. The course culminates with a series of "Sets & Reps" for audience participation to exercise and reinforce the situational awareness on the fire ground. The ability to perform an effective 360 has become as important for first arriving Company Officers as the ability to Read Smoke and knowledge of Building Construction. **Chief Tim Riley, Dunedin Fire Department, Training Division**

**Leading During the New Normal** (directed for Chief level)– Fire service leaders have never had change at the pace that it is evolving of current. The Great Recession, public skepticism, increasing service demands, generational divides and regionalism are but some of the new operating environments. Chief LeDuc will use real word examples and discuss not only navigating and surviving but excelling. **Todd LeDuc, MS, CFO, CEM, MIFireE, Assistant Fire Chief, Broward Sheriff Fire Rescue**

**The Resurgence of Medieval Management** - This presentation brings into current context, the feudal management practices of the dark ages. Original concepts and parameters are explored and perhaps kinder/gentler variations are discussed for consideration a potential tools for survival in today's environment. **Charlie Brush, EFO, MS, Safety Programs Manager, Bureau Fire Standards and Training, Florida State Fire College**